

## Appendix A: Retirement Comparison Tables – Retirement Benefit Formula

System	Formula	FAS	Member Contribution	Employer Contribution
Alaska Public Employees Retirement System	$[2\% \times 1^{\text{st}} 10 \text{ yrs} \times \text{FAS}] + [2.5\% \times 10+\text{yrs} \times \text{FAS}]$	3HC <sup>1</sup>	7.5%	8.42%
Arizona Public Safety Personnel Retirement System	$2.5\% \times \text{YOS} \times \text{FAS}$	3HC/10 <sup>2</sup>	7.65%	7.66%
Arkansas Local Police & Fire Retirement System	$2.5\% \times \text{FAS} \times \text{YOS}$ $1.5\% \times \text{FAS} \times \text{YOS}$ when eligible for unreduced Soc Sec if covered	3HC/10	6%	Actuarially determined.
Colorado Fire and Police Pension Association	$[2\% \times 1^{\text{st}} 10 \text{ yrs} \times \text{FAS}] + [2.5\% \times 10+\text{yrs} \times \text{FAS}]$	3H	8%	8%
Delaware County & Municipal Police/Fire Pension	$2.5\% \times \text{FAS} \times \text{YOS}$	3HC	7%	8.3%
Indiana: Police Officers' & Firefighters' Pension & Disability Fund	50% of Base Salary + 1% of Base Salary for each six months after 20 YOS	Final Year	6%	21%
Kansas Police and Firemen's Retirement System	$2.5\% \times \text{FAS} \times \text{YOS}$	3H/5	7%	11.15%
Kentucky: Employees in "hazardous positions" in County Employees' Retirement System (CERS) or Kentucky Employees' Retirement System (KERS)	KERS: $2.49\% \times \text{FAS} \times \text{YOS}$ CERS: $2.50\% \times \text{FAS} \times \text{YOS}$	3HC	8%	Determined by the Board of Trustees
Maryland Pension System for Local Fire Fighters and Police Officers	$1.5\% \times \text{YOS} \times \text{FAS}$	3HC	8%	7.58%
Nevada Police/Fire Sub-Fund of the Nevada Public Employees Retirement System	$[(2.5\% \times \text{YOS} \times \text{FAS}, \text{ for service prior } 7/1/01) + 2.67\% \times \text{YOS} \times \text{FAS}, \text{ for service after } 7/1/01]$	3HC	14.75%	14.75%
New Hampshire: NHRS Group II	$2.5\% \times \text{FAS} \times \text{YOS}$ (limited to 40 years)	3H	5%	PO – ER 7.87%; State 4.24% FF – ER 13.44%; State 7.24%
New Jersey Police and Firemen's Retirement System	$2\% \times \text{YOS} \times \text{FAS}$ $20 < Y \leq 25 = 50\% \text{ FAS}$ $65/20 = 50\% \text{ FAS} + [3\% \times \text{FAS} \times \text{YOS } 20-25]$ $\geq 40 = 70\% \text{ FAS}$	1H	8.5%	Actuarial determined for each employer.
New Mexico PERA –Police	Plan 1: $2\% \times \text{YOS} \times \text{FAS}$ Plan 2: $2.5\% \times \text{YOS} \times \text{FAS}$ Plan 3: $2.5\% \times \text{YOS} \times \text{FAS}^*$ Plan 4: $3\% \times \text{YOS} \times \text{FAS}^*$ Plan 5: $3.5\% \times \text{YOS} \times \text{FAS}^*$	3HC	7% 7% 7% 12.35% 16.3%	10% 15% 18.5% 18.5% 18.5%
New Mexico PERA – Fire	Plan 1: $2\% \times \text{YOS} \times \text{FAS}$ Plan 2: $2.5\% \times \text{YOS} \times \text{FAS}$ Plan 3: $2.5\% \times \text{YOS} \times \text{FAS}^*$ Plan 4: $3\% \times \text{YOS} \times \text{FAS}^*$ Plan 5: $3.5\% \times \text{YOS} \times \text{FAS}^*$	3HC	8% 8% 8% 12.8% 16.2%	11% 17.5% 21.25% 21.25% 21.25%
New York Police and Fire Retirement System	$\geq 20 = 2\% \times \text{FAS} \times \text{YOS}$ $< 20 = 1.66\% \times \text{FAS} \times \text{YOS}$	3HC	3% for 10 yrs	5.8%
Ohio Police and Fire Pension Fund	$[2.5\% \times 1^{\text{st}} 20 \text{ yrs} \times \text{FAS}] + [2\% \times (21^{\text{st}} \text{ to } 25^{\text{th}}) \times \text{FAS}] + [1.5\% \times (26^{\text{th}} \text{ to } 33^{\text{rd}}) \times \text{FAS}]$	3H	10%	19.5% (P) 24% (F)
Rhode Island Employees Retirement System (MERS)	$2\% \times \text{YOS} \times \text{FAS}$	3HC	7% <sup>5</sup>	Actuarially determined
South Carolina Police Officers Retirement System	$2.14\% \times \text{FAS} \times \text{YOS}$	3HC	6.5%	10.30% <sup>3</sup>
Washington LEOFF Plan 2	$2\% \times \text{FAS} \times \text{YOS}$	5HC	5.09	3.06 <sup>4</sup>

<sup>1</sup> Tier II benefits (Entered system between 1986 and 1996)

<sup>2</sup> 3HC/10 = 3 highest consecutive earning years within a 10 year window.

<sup>3</sup> South Carolina: In addition, employer also contributes 0.15% for group life insurance, 3.3% for retirement insurance surcharge, and 0.20% for accidental death benefit.

<sup>4</sup> The state also pays a contribution rate of 2.03%

<sup>5</sup> requires an additional 1% increase in contribution rate for each additional benefit (e.g. unreduced retirement for 20 YOS or a COLA provision) Fire & Police average is 9.0%

